

FOR IMMEDIATE RELEASE

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WASHINGTON, DC – Today, Representatives Stephen F. Lynch (D-MA) and Edolphus “Ed” Towns (D-NY) issued a request to the United States Office of Management and Budget (OMB) to suspend all pay-for-performance systems in the federal government in order to conduct a government-wide review of these programs. The review should determine the best strategies to improve performance management while preserving merit principles.

A 2008 report from the Government Accountability Office found that federal employees have several grievances with these performance evaluation systems. Many believe that the systems have not compensated them fairly and have been implemented as a way to curtail the long-term growth of personnel costs.

“Given the widespread confusion and complete lack of confidence and trust in the federal government’s so-called pay-for-performance pay systems, it is proper to ask the Obama Administration to suspend these pay systems, while we undertake a comprehensive review of such pay practices,” said Chairman Stephen F. Lynch. “The federal government must do a better job of managing and supporting its workforce, not only to motivate its own employees but also to ensure valuable and dedicated service to the American public.”

The letter expresses concern with the existence of multiple pay-for-performance systems, which hinders reciprocity between federal agencies and establishes competing agency cultures, both of which undermine federal government performance.

“The multitude of pay-for-performance personnel systems in the federal government has engendered confusion and distrust among employees and managers alike,” said Edolphus

Towns, Chairman of the Oversight and Government Reform Committee. “At a time when U.S. families need their government to be functioning at the highest level possible, we owe it to the taxpayers to carefully evaluate what they are receiving from these programs.”

Other Representatives who signed off on the letter are: Ike Skelton (D-MO), Silvestre Reyes (D-TX) Bennie G. Thompson (D-MS), Christopher P. Carney (D-PA), Solomon P. Ortiz (D-TX) and Anna G. Eshoo (D-CA).

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The Subcommittee on Federal Workforce, Postal Service, and the District of Columbia's jurisdiction includes federal employee issues, non-appropriation municipal affairs of the District of Columbia, and the Postal Service, including post office namings, holidays, and commemoratives.

Documents and Links

- [Letter to the Office of Management and Budget](#)